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Bulletin

East Tennessee

State Normal School

Vol. XI

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STATE BOARD OF EDUCATION

FOR EAST TENNESSEE:

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Supt. John S. Ziegler.....Chattanooga

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Gov. A. A. Taylor.....Nashville

OFFICERS:

Hon. Perry L. Harned.....Chairman
Superintendent J. B. Brown, ex-officio.....Secretary

CALENDAR 1921-22

| | |
|----------------------|---------------------|
| Fall Quarter | Sept. 19 to Dec. 24 |
| Winter Quarter | Jan. 2 to March 11 |
| Spring Quarter | March 13 to June 2 |
| Summer Quarter | June 5 to Aug. 12 |

FACULTY AND OFFICERS

1921-22

| | |
|--------------------------|---------------------------------|
| Sidney Gordon Gilbreath | President |
| David Sinclair Burleson | Dean. Reading and Literature |
| Christian Edly Rogers | Registrar. Mathematics |
| Charles Hodge Mathes | Rural Education |
| Walter Clement Wilson | Manual Training |
| Delle Dulaney Smith | Chemistry |
| William LaFayette Prince | Bursar. Bookkeeping |
| Elizabeth Evans Slocum | Drawing |
| Ina Yoakley | Physics and Geography |
| Ada Hornsby Earnest | Domestic Science |
| Charles Fleet Reece | Physical Education. Mathematics |
| Kate Caldonia Pitts | History and Civics |
| Edna Cox | Domestic Arts |
| A. Vernon McFee | Public School Music |
| William Reed Windes | Agriculture and Biology |
| Frank Field | Psychology and Education |
| Willis Beeler Bible | English Language |
| Evelyn Lloyd Armbrust | Physical Education |
| Margaret Moore | Modern Languages |
| Ruth Rogan McClellan | Reading and Expression |
| Frances Ione Mathes | Piano and Harmony |
| Olive Taylor | Librarian |
| Edna Bingham | Secretary |
| Nannie Anderson | Matron Women's Dormitory |
| Lizzie S. Gurley | Manager Dining Halls |
| Robert McNeil | Engineer |
| George Milam | Janitor |
| Madison Laws | Watchman |
| Wm. H. Keene | Farm Foreman |

OBSERVATION AND PRACTICE SCHOOL

| | |
|------------------------|-------------------------------|
| Pearl Bennett | Methods and Practice Teaching |
| Gertrude Edna Stafford | Principal Practice School |
| Viola Emmaline Porter | Primary Methods |
| Katherine McSpadden | Critic Teacher |
| Lillian Field | Critic Teacher |
| Julia Parvin | Critic Teacher |
| Winnie Woodruff | Assistant Critic Teacher |

GENERAL INFORMATION

FALL QUARTER. The total registration of students for the Fall Quarter exceeded that of any year since the School was opened, with one exception, and the classification of students was unusually high, nearly all being graduates of standard high schools.

WINTER QUARTER. For the Winter Quarter of ten weeks students will be registered and classified on January 2 and 3, and class work will begin on Wednesday, January 4.

SPRING QUARTER. For the Spring Quarter of twelve weeks students will be registered and classified on March 13 and 14, and class work will begin on Wednesday, March 15.

SUMMER QUARTER. For the Summer Quarter of ten weeks, students will be registered and classified on June 5 and 6, and class work will begin on Wednesday, June 7. This Quarter will end on Saturday, August 12. Students who plan to teach may, therefore, complete the Summer Quarter's work and begin their schools on Monday, August 14.

It is important that students, whenever possible, should register and be classified on the opening days of the Quarter.

ADMISSION. The State Normal School admits as students all white males or females not under sixteen years of age who give their pledge of intention to teach, who present evidence of good faith, and who are of good moral character.

FEES. Tuition is free to all Tennessee students. Non-residents who sign the pledge of intention to teach are admitted on the payment of a tuition fee of \$15.00 for each Quarter.

EXPENSES. The expenses, including fees, board, lodging, and books, will average about \$5.00 to \$6.00 a week.

NEW BUILDINGS

The State Board of Education has approved plans for three new buildings at the State Normal School:

1. A modern fire-proof dormitory with bed-room accommodations for 100 men. In addition, reception rooms and society halls are included in the plans. The building will be steam-heated and supplied with electric lights and hot and cold water. It is hoped that this building will be ready for use by June 1.

2. A modern gymnasium, with complete equipment, including lockers, showers, dressing room, etc.

3. A library building. This building will include a large reading and reference room, stack room, class room, and a small auditorium.

These buildings will contribute largely to the comfort of students and to the success of the School.

STUDENT ACTIVITIES

In addition to the regular class work provided, several forms of student activities make large contribution to the life and work of the School. Football, basketball for men and women, baseball, track meets, tennis, glee club, dramatic club, literary societies, lyceum courses, have generous support, and are participated in by nearly all the students. The life of the School is wholesome and active.

CERTIFICATES AND RENEWALS

Students should bear in mind that the year at the State Normal School is divided into four Quarters, and that credits on teachers' license, on renewal of license, and on Normal School Certificates and Diplomas may be worked out by attendance on any Quarter or Quarters. The same credits may be made during the Winter Quarter as during the Spring or Summer. Since attendance during the Summer Quarter is very large, students who can attend only one Quarter are urged to do so during the Winter or Spring. With a smaller attendance on these Quarters a better classification can be made and more satisfactory work done.

TEACHERS' LICENSE

For any Quarter the following courses may be taken and credits earned:

REVIEW COURSES. Students may take special and review courses in preparation for the State examination for teachers' license conducted at the State Normal School.

ONE-YEAR LICENSE. Graduates of first-class high schools, by doing satisfactory work in at least three prescribed courses, may earn a one-year elementary license, or have such license renewed.

TWO-YEAR LICENSE. Teachers holding a two-year license, either elementary or high school, may have such license renewed by attendance on any Quarter with satisfactory work in at least three courses.

PERMANENT LICENSE. Teachers holding first-grade license may have such license made permanent on attendance and satisfactory work during any Quarter.

NORMAL SCHOOL CREDITS. Credits on all Normal School Certificate and Diploma Courses may be worked out by attendance during any Quarter.

COURSES OF STUDY

Courses of study have been prescribed for the State Normal Schools as follows: 1. Academic Course; 2. Certificate Courses; and 3. Diploma Course.

1. Academic Course. This course includes the work given in the Third and Fourth Years of first-class high schools. It also gives opportunity for reviews of public school subjects and includes courses in Agriculture, Manual Training, Cooking, Sewing, Modern Languages, Music and Drawing.

On the completion of the Academic Course the student is given a high-school certificate, and is admitted without condition, to the Certificate Course or to the Junior Year of the Diploma Course.

Chapter 130 of the Acts of 1917 provides that no person shall be admitted to the State Normal Schools who has not completed the work of the Second Year in the course outlined by the State Board of Education for the High Schools of Tennessee, except teachers 21 years of age or over, who may be permitted to attend as special students.

While students are advised to complete high-school work, whenever convenient for them to do so, before applying for admission to the Academic Course if they prefer to do the Third and Fourth Years of high-school course in the State Normal School, *provided they sign a pledge of intention to teach.*

2. Certificate Course. Two Certificate Courses are offered: the Primary, for the preparation of teachers for first, second, and third grade work; and the Grammar School, for training teachers for the higher grades of the elementary school.

For entrance to either course graduation from a first-class high school or from the Academic Course of the State Normal School is required, and for the completion of the course one year's work, or 60 credits, is prescribed.

The Certificate Course includes work in elementary Psychology, School Management and Observation, Public School Music, Drawing, Penmanship, Playground Methods and Observation, and Practice Teaching.

3. Diploma Course. For entrance to the Diploma Course graduation from a first-class high school, or from the Academic Course of the State Normal School, is required. For the completion of the Course nine terms' work, or 162 credits, is required. Of the credits required for graduation 80 are prescribed and 82 elective, the prescribed credits being distributed as follows: Education, 50; Science, 9; Sociology, 8; Public School Music, 6; English, 4; and Drawing, 3. The total number of credits offered in the elective courses for the three years, and from which the student may elect not fewer than 82 credits, are as follows: English, 38; Science, 40; History, 36; Mathematics, 34; Agriculture, 42;

Home Economics, 42; Manual Training, 8; Languages, 30; Public School Music, 37; and Public School Drawing, 18.

Students who complete a Certificate Course may be admitted to the Middle Year of the Diploma Course with conditions only in Junior elective courses.

CERTIFICATES AND DIPLOMAS

1. Certificate Courses. Those who complete either the Primary or the Grammar School Certificate Course will be given a Normal Certificate which shall entitle them to a permanent first-class elementary teachers' license.

2. Junior Year, Diploma Course. Those who complete the Junior Year of the Diploma Course will be given a Normal School Certificate which shall entitle them to a two-year high school license good in any high school except four-year high schools.

4. Senior Year, Diploma Course. Those who complete the Senior Year of the Diploma Course will be given a Normal School Diploma which shall entitle them to a permanent first-class high-school teachers' license, good in the departments in which they majored.

SPECIAL CERTIFICATES

Special Certificates in the departments of Agriculture, Manual Training, and Home Economics will be awarded to any graduate of the Diploma Course who completes all the courses offered in such departments. Special certificates in the departments of Vocal Music, Instrumental Music, Public School Music, Drawing, and Expression will be given to any graduate in the Certificate or Diploma Course who has completed the courses offered in such department.

Special Certificates will be given in Reading to all who have completed the Diploma Course, majoring in Literature, all class work in Reading offered, and three Quarters' private work, two lessons a week.

Special Certificates in Expression will be given to those who do three Quarters' work, private lessons.

CREDITS IN THE UNIVERSITY OF TENNESSEE

The following statement from Dr. James D. Hoskins, Dean, shows the credit allowed in the University of Tennessee to graduates of the three-year course of the State Normal Schools:

"Graduates of the State Normal Schools who have completed the three years' course will be given credit for 99 term hours in the School of Education, College of Liberal Arts, of the University of Tennessee. If the Normal School credits include the absolute entrance and collegiate requirements of the University of Tennessee the Normal School graduate will be admitted to the Senior class of the University of Tennessee."

CREDITS IN THE PEABODY COLLEGE FOR TEACHERS

The following statement from Doctor Shelton Phelps, Chairman of Entrance and Credits Committee, shows the credits allowed in the Peabody College to graduates of the three-year course of the Normal School:

"Graduates of the three-year course in the East Tennessee State Normal School who have done nine quarters of residence work in that institution, after having completed the fifteen units of work in an accredited high school, will be given equivalent standing in George Peabody College for Teachers. This means that such a graduate can expect to complete our Bachelor's degree in three Quarters of residence work."

INQUIRIES AND CORRESPONDENCE

For information as to lodging in private homes, inquiries should be addressed to Prof. C. E. Rogers, Registrar; for information as to teachers or positions, to Prof. Frank Field, Chairman of Committee on Appointments; for information as to classification and credits, to Dean D. S. Burleson; for information as to reports, student records, etc., to Prof. C. E. Rogers, Registrar; and for the bulletins, or general information relating to the School, to President Sidney G. Gilbreath.

FROM MINISTERS AND BUSINESS MEN OF JOHNSON CITY

"The highest principles of training and morals."

"I regard the East Tennessee State Normal School as one of the very highest agencies of education in the State and in the South, standing for the highest principles of training and morals. As a clergyman and citizen of Johnson City I am proud of the institution, and only wish I might have opportunity to serve you more than I have been able in the past seven years covering my acquaintance with the School. The influence of the State Normal School throughout the community is far-reaching, and it goes without saying that it is a good influence."

W. AMISON JONNARD,

Rector Saint John's Episcopal Church.

"Men and women of high purpose and sterling character."

"Johnson City is one of the cleanest towns in the State. Its churches and Sunday schools are flourishing, and its average citizenship is high.

"I am acquainted with a number of the faculty of the Normal School, and it is my impression that they form a body of men and women of high purpose and sterling character. The moral requirements and the teaching of the Bible speak well of the institution. I would, without hesitation, recommend it to the young people of the State who desire to enter the noble profession of teaching."

EDGAR J. VANCE,

Pastor Watauga Avenue Presbyterian Church.

"A source of blessing and help to the churches."

"It is a fixed policy of the President of the School to encourage both students and teachers to attend regularly the Sunday school and preaching service at our churches. The pastors of the churches are cordially welcomed to visit the students as members of their flocks, and there is also a fine opportunity for each pastor to speak to the whole body of students any morning that he can attend chapel exercises.

"As a result, there are the most cordial relations between the Normal School and the churches of the city. Most of the students, already professing Christians of high moral character, attend some church quite regularly. They are a source of blessing and help to the churches, and they themselves have good opportunity to develop in the spiritual life as well as get the best intellectual training for their work in life."

LEWIS M. ROPER,

Pastor Central Baptist Church.

"Relations at all times have been most pleasant and helpful."

"As to relations between the State Normal School and the churches, Sunday schools, various organizations, young people's society, and as to the social, educational, and moral influence of the School, I cannot say too much.

"The relations between our church and the faculty and the entire student body have at all times been most pleasant and helpful in every way. So far as I have had opportunity to observe, and I have watched pretty closely, I have never seen any school with quite so perfect discipline, nor a student body on whose conduct while in the school, in the city, and in the church, the discipline given had finer effect."

W. F. PITTS,

Pastor First M. E. Church.

"Ready to co-operate in maintaining a high moral and religious standard."

"During my residence in Johnson City my observation of the management of the East Tennessee State Normal School has amply borne the good reputation of that institution in a moral and religious way. I believe that all the officers and members of the faculty with whom I am acquainted are actively connected with some of the churches of the city, and I have always found them ready to co-operate in maintaining a high moral and religious standard in both the School and the community."

WILLIAM E. SWEENEY,

Minister Christian Church.

"No better school of the kind can be found."

"I have had opportunity to observe the work of the East Tennessee State Normal School, and it is my opinion that no better school can be found. The student body is pervaded by the spirit of earnest endeavor which encourages the individual to his best effort. The course of instruction provides a study of the Bible, as well as other subjects necessary to the complete development required of teachers. The faculty is the strongest obtainable, and many of them are active in the work of our churches."

ROBERT B. PLATT, JR.,

Pastor Munsey Memorial M. E. Church.

"Of more importance than dollars is the influence of the School on our social, religious, and literary life."

"It would be difficult for me to express the advantage, from a business standpoint, that the Normal School has been to Johnson City. The money spent for administration and maintenance, together with the personal expenditures of the student body, has meant a great deal to the merchants and business people of Johnson City. But of more importance than dollars and cents is the influence of the faculty of the School in the social, religious, and literary life of the town,—not only our community, but all of East Tennessee is benefited. You are doing much to build up the class of citizenship which is so essential in making the good town we are endeavoring to build.

"The Chamber of Commerce fully realizes and appreciates the fact that your School and its faculty are among Johnson City's and East Tennessee's greatest assets."

S. R. JENNINGS,
President Chamber of Commerce.

"Leaders in church and Sunday schools and in civil and social life."

"It would be a difficult matter to properly appraise the value of the East Tennessee State Normal School to Johnson City, and to attempt to gauge the result of the contributions made by the faculty and instructors to the intellectual, moral, and religious life of the community."

"If we can imagine our city minus a dozen leaders in church and Sunday schools where their work is of the very highest order, our civil life without the stimulating influence of their trained minds and constructive advice, our social life with but little of its time and thought directed to the finer things of life, then it should be an easy matter to place the State Normal School on the scales and measure its real value to our city.

"It is fortunate that we are not able to imagine our community deprived of so much of its moral and intellectual base—it is far more fortunate that we are not called upon to anticipate such a catastrophe."

J. E. BRADING,
Vice-President and Treasurer,
Brading-Sells Lumber Company.

"Advantages not to be estimated in dollars only, but in cultural imprint and moral and religious influence."

"As a citizen of the community, interested in its religious, educational, civic and material growth and prosperity, I am greatly impressed with the worth and importance of your institution as one of our most valuable assets. Aside from the churches of a community, there is no other institution which brings the lasting benefits and the peculiar advantages that are offered by schools of learning. In a very special manner is this true of the East Tennessee State Normal School, located in our midst. Its advantages are not to be estimated in dollars and cents, merely, but in its cultural imprint upon, and in its strengthening influence to the moral, religious, and intellectual fibre of the community.

"It affords me pleasure, therefore, to offer a word of personal appreciation of your splendid institution, of its fine constructive educational policies, under your capable direction; of your efficient faculty, and of the fine student body which you gather about you from year to year."

LEE F. MILLER,
Miller and DePew, Attorneys.

"Social and moral worth in the community cannot be over estimated."

"As an educational institution I do not think the Normal School has any equal, owing to the fact that it is preparing young men and women as teachers to go back into their respective communities and pass their knowledge on to others in a practical way.

"As a business asset to the city I regard it as one of the best we have, as it brings considerable money into our community without any effort on our part, and the more schools we have the better off we are from this standpoint.

"Its social and moral worth in the community cannot be over estimated, as it certainly sets a high standard, and it is untold good from this standpoint.

"I have always felt and have so stated a number of times that the business men of the community, as a whole, have never fully appreciated the East Tennessee State Normal School, nor have they taken time to estimate its value to the community, and I am glad to have this opportunity of expressing my views along this line."

L. H. SHUMATE,
President, The Unaka and City National Bank.

"Through the Normal School we are given an opportunity to take part in a great service."

"Johnson City is proud of the fact that the East Tennessee State Normal School is located within its limits. It is a big business institution, attracting not only thousands of dollars to our city annually, but bringing to us also hundreds of young people, the State's best young men and young women, whose presence is felt in the social and religious atmosphere of our city.

"But in a larger sense, through the Normal School we are given an opportunity to take part in a great service to the people of this State. Rotary is based upon service, and I am sure Rotarians, as a club and as individuals, stand ready to assist wherever they can in the work the Normal is doing. Rotary is glad to welcome to the city incoming students, and to assist in every way possible in making their stay here pleasant and profitable, and if we can help in bringing to the attention of prospective students the advantages offered by the Normal School, we will consider it a privilege to do so."

E. J. WAGNER,
President Rotary Club.

"My estimate of the East Tennessee State Normal School is very high."

"My estimate of the East Tennessee State Normal School is very high. It is not only a great asset to our community in a financial way, bringing a large amount of money to the city, but its worth to the community, both socially and morally, is of inestimable value. The president and his faithful corps of teachers stand in the forefront in every movement that looks to the upbuilding of the community and the betterment of its citizenship. I cannot speak too highly for your institution."

A. B. CROUCH,
President The Tennessee National Bank.

"It has fulfilled our greatest hopes."

"To my knowledge the people of Johnson City and this community have never worked so harmoniously and strenuously together for any one thing as for securing the location of the East Tennessee State Normal School here. We have not been disappointed. It has fulfilled our greatest hopes.

"The school has been a blessing to many seekers of knowledge and instruction, and has fitted them to occupy higher social and business positions than they would have attained without this Normal School.

"In addition to the benefit as an educational institution and an aid in the moral and social development of the great big community it serves, I find the school and its faculty and pupils have added wonderfully to the increased business development of this section since its location here about ten years ago."

J. A. SUMMERS,
President Summers Hardware Company.

"The State Normal is one of our most valuable assets."

"That the State Normal School, located in our city, is without doubt one of the most valuable assets to Johnson City and counties of East Tennessee, is extremely evident when considered from any one of the various viewpoints. Probably the most important contribution is the result of its prime function in the education and training of thousands of young people in preparing them to ably and efficiently take up the duties of the teaching profession, in which vocation their influence for the betterment of their various communities is immeasurable.

"Another extremely profitable and highly appreciated benefit to the local community, is the having in our midst the excellent and capable type of citizenship exhibited in the personnel of the faculty—all of whom are valuable acquisitions to our community—many of whom take a leading and important part in all of the varied phases of our social, religious and civic life. We are indeed fortunate to have associated with us this fine group of willing, helpful, and friendly teachers.

"Then, too, viewed from a commercial basis, the payroll of this institution means much to our city's business men, for students, faculty, and all connected with the school spend annually in our city probably over one hundred and fifty thousand dollars."

LESLIE R. DRIVER,
President Kiwanis Club.

FROM SUPERINTENDENTS AND PRINCIPALS

"Has done more for the teachers of my county than any other one thing."

"I think the East Tennessee State Normal School means more to East Tennessee teachers than any other institution. It has done more for the teachers of my county than any one thing. It has given us more efficient teachers, and, consequently, better attendance and more interested pupils. It can be of still greater service by devising means of inducing all the teachers to attend."

MRS. RUTH W. O'DELL,
Superintendent Cocke County.

"Has rendered invaluable service in raising the standard in Hamilton County."

"I am glad to state that the East Tennessee State Normal School has rendered invaluable service in raising the standard of efficiency in the schools of Hamilton County. The young teachers come to us professionally trained and full of enthusiasm and interest in their work. We regret that we have not been able to get more of them for work in our county."

JAS. A. ROBERTS,
Superintendent Hamilton County.

"Has awakened public opinion for better educational facilities."

"The East Tennessee State Normal School has done much to awaken public opinion for better educational facilities for the children of the State. The wide-awake young men and women who attend return to their respective counties to disseminate higher ideals and enthusiasm for better schools. We know this by the examples in our own county. The communities that have been fortunate in securing teachers from the East Tennessee State Normal School in almost every instance are more interested in better schools."

W. H. MILLER,
Superintendent Anderson County.

"The greatest factor in the advancement of education in East Tennessee."

"I think the East Tennessee State Normal School is the greatest factor in the advancement of the educational cause that we have in East Tennessee. It has done a great deal to help improve the public school system in Sullivan County. I hardly know how the Normal School could be of greater service, and if I could have all my teachers attend and complete the courses I believe that would be the greatest thing that could be done."

J. C. AKARD,
Superintendent Sullivan County.

"School Board appreciates the worth of the Normal School."

"Eighty-six teachers are employed in the grammar schools of Polk County. Of this number thirty-six have attended the East Tennessee State Normal School. The fact that a large number of teachers who have attended the Normal School are employed in Polk County schools is evidence that our school board appreciates the worth of the Normal."

W. B. RUCKER,
Superintendent Polk County.

"Enthusiastic examples of Normal trained teachers contagious."

"My appreciation of the contribution of the East Tennessee State Normal School to the school progress of Monroe County has grown constantly as my opportunities for observing the workings of the School have multiplied. A large part of the beneficent and wide-awake school spirit among both the teachers and the pupils has its fountain head at the Normal School, particularly that observable in the elementary schools. I believe that the efficiency of those teachers who have never attended the Normal School has been caught from the contagious and enthusiastic examples of Normal-trained teachers. Directly and indirectly the work of the high schools of the county has been benefited by the influences set going by the Normal School."

H. L. CALLAHAN,
Superintendent Monroe County.

"The Normal School has proved its worth."

"If there ever has been an institution that has proved its worth beyond the shade of a doubt it is the East Tennessee State Normal School. Its influence cannot be over estimated. It has raised the standard of education in innumerable ways. Hundreds of high-school principals and teachers have gone through the Normal School, and thousands of teachers in the elementary schools have received at least some professional training. Thousands of children have been reached and benefited directly and indirectly. The benefits that my county has received from the Normal School have been so many and so great that I cannot estimate or enumerate them."

JAS. W. BALDWIN,
Superintendent Clairborne County.

"Phenomenal school progress attributed to Normal trained teachers."

"The school progress of the past two decades has been phenomenal. This fine showing can be attributed to the generation of teachers that have been trained at the East Tennessee State Normal Schools. Thirty-six of the sixty-five teachers in Union County have attended the Normal School. They have more initiative than the untrained ones and their work is generally more satisfactory. They have awakened more popular interest in public school work.

"School officials throughout East Tennessee should arrive at the conclusion that the Normal is THE teacher-training school for our section of the State, and should give preference to such teachers as have attended that school."

W. H. THOMAS,
Superintendent Union County.

"Supervising teachers trained in the State Normal School."

"I want to commend, most highly, the splendid work being done by the East Tennessee State Normal School. Perhaps no one is in a position to appreciate the value of Normal training for teachers more fully than we superintendents who must observe daily the work of both the trained and untrained teachers. Your Committee on Appointments rendered us a very definite assistance this year in recommending two highly efficient young ladies as supervisor teachers. Their services have contributed much to the success of our public schools this year."

E. R. LINGERFELT,
Superintendent McMinn County.

"From the Normal School we secure our most active and most efficient teachers."

"So much change has been wrought in the public schools of Hamblen County through the influence of the East Tennessee State Normal School that it is impossible for me estimate the great value of that institution. A large part of the progress that has been made in our public-school system has been due to the Normal School. From that institution we secure our most active and most efficient teachers."

J. D. SELF,
Superintendent Hamblen County

"The Normal School is centering the mind of the people on the public schools."

"The East Tennessee State Normal School is accomplishing one of the main purposes that a school of this type could accomplish; that is, it is centering the minds of the people on the public schools, their needs, and the ways and means of making them of the greatest possible service to the people. It is noticeable that the teachers coming from the State Normal School invariably bring added enthusiasm for the work, and always exhibit professional superiority and the desire to cultivate the minds of children and give them a healthy growth rather than expand them with unlimited and useless material. More of the real worth of the East Tennessee State Normal School can be seen in our public schools this year than ever before."

J. H. MISER,
Superintendent Blount County.

"Normal students have better methods, are professionally-minded, are sympathetic, and loyal."

"My observation of the teachers and their work during the past few months has raised my esteem of the Normal School. Normal students invariably have better methods and put them into practical use. They are more professionally-minded. They are very sympathetic with me in all my work of organization, and co-operate with me loyally. But the most outstanding point of difference between the Normal student and those who have attended other schools is the positive superiority of Normal students as disciplinarians. I believe the East Tennessee State Normal School is the best teacher-training institution in the State, and deserves the strongest and heartiest support that we can possibly give it."

EDGAR H. SMITH,
Superintendent Campbell County.

"Has proved a great factor in the educational development of Carter County."

"Since the East Tennessee State Normal School has been established it has proved a great factor in the educational development of Carter County. The president and members of the faculty have rendered valuable service to the schools by their readiness to respond to every call for assistance made by the board of education and county superintendent. Educational meetings have been held in almost every community in the county. Our teaching force has been greatly strengthened by the efficient training teachers have received in the Normal School. More than ninety per cent of the teachers now employed have been students in the Normal School."

J. R. RITCHIE,
Superintendent Carter County.

"Normal School graduates plan their work to better advantage."

"In observing the work done by the teachers in the rural schools of the county, I find that those who have had training in the East Tennessee State Normal School are better prepared to give instruction and plan their work to better advantage than those who have not had such training."

J. C. BERRY,
Superintendent Washington County.

"County Board of Education pays Normal-trained teachers the highest salaries."

"I consider the work of our East Tennessee State Normal School to be of the very best type. It has been of the greatest service to the school progress of Grainger County in many ways. Normal-trained teachers are our best teachers. Therefore, our county board of education pays them the best salaries. We look to the Normal School to supply us with professionally-trained teachers for all our schools in the near future."

H. G. FARMER,
Superintendent Grainger County.

"Normal graduates always succeed."

"A number of our teachers have attended the East Tennessee State Normal School, and in no instance has a single one of these teachers failed to make good."

WALTER WHITE,
Superintendent Rhea County.

"The students of the Normal School always do better work and find more joy in their tasks."

"We have many graduates of the East Tennessee State Normal School teaching in the schools of Greene County, and in nine cases out ten they are successful. We have a larger number who have had limited training in the Normal School, and they always do much better work, find more joy in their tasks, and make far greater success in every way after having come under the influence of this great school. I cannot commend the brave and persevering efforts of the Normal School too highly. I am pleased to congratulate it on its success. With its large building program and more efficient feeders in the shape of improved grammar and high schools, developed largely through its efforts, I, as one who has always tried to be loyal to it, am proud to share the hope of the glorious future that awaits it."

JOEL N. PIERCE,
Superintendent Greene County.

"Has awakened a fine school spirit."

"The East Tennessee State Normal School is in every way fulfilling its purpose. It has done a great work in the matter of increasing the efficiency of our teachers. We have but few teachers in Hawkins County who have not had some training, at least, in this School.

"I feel confident that the Normal School, through its faculty and student body, has awakened the fine school spirit now being manifested by the people of East Tennessee. I am proud that such an institution of learning is located where our teachers can have the benefit of its advantages."

C. H. RICHARDSON,
Superintendent Hawkins County.

"The greatest factor in the preparation of teachers for their work."

"Beyond the question of a doubt, a state normal school is the greatest factor in the preparation of teachers for their work in the counties to which they go. What efficiency our schools in Sweetwater may have is due to the training of the teachers in the normal schools of the State. These schools teach loyalty, faithfulness, and sincerity; they inculcate the methods of discipline and of arousing a desire in the pupil for acquiring accurate knowledge."

R. M. IVINS,
Superintendent Sweetwater City Schools.

"The Normal School has made a distinct contribution to the progress of our city schools."

"I regard the work of the East Tennessee State Normal School as being most excellent, judging from the visits I have made to the School, as well as from the teachers we have who are graduates of the State Normal School.

"I feel that this school has made a distinct contribution to the progress of our city schools by furnishing us with teachers equipped with better methods than the ordinary teachers who has not had such training.

"I feel sure that the East Tennessee State Normal School is worthy of the commendation of those who employ its teachers, and those who wish to attend such schools. Its work will immensely benefit those who are expecting to enter the profession, and I heartily recommend it to all such young people."

W. E. MILLER,
Superintendent Knoxville City Schools.

"Normal School graduates are contributing a vital element to progressive things."

"I think that we are just beginning to see the scope of the work you are doing. It seems to me that so much training had to be instilled into our teachers in such a short time that the worth of it is just dawning on the teachers themselves, and they are just coming into a realization of the power which you have given them. Coming, in many instances, from rural homes, small high schools with meager equipment and teachers of the pre-professional days, teachers of today have passed through your hands into a rapidly evolving school system in which they are just beginning to adjust themselves and in which they are just beginning to make themselves felt.

"As I run over in my mind the teachers of our own school system who have been trained in your institution, I am forcibly reminded that they are contributing a vital element to the progressive things which we are trying to do. One teacher alone who is serving her first year with us has filled a gap in our Junior High School work which we have never been able to fill before. As I think of the different subjects as taught in the Elementary Schools, teachers suggest themselves because of the success which they have in teaching these subjects; and in this review you would be proud to know how well your folks stand by comparison. Only one of your teachers is doing executive duties in our schools, but this position is well filled."

R. B. RUBINS,
Superintendent Bristol City Schools.

"Normal School training has helped our teachers more than any other thing."

"In my opinion the East Tennessee State Normal School is doing a type of work that is the equal of any institution in the State of Tennessee. Our faculty consists of twenty-four teachers with some Normal training, ranging from four months to three years. Nineteen of the twenty-four are East Tennessee State Normal School students. Their training in the Normal School has helped more than any other thing."

N. A. STEADMAN,
Superintendent Rockwood City Schools.

"Teachers from the Normal School are well grounded in fundamentals."

"From what I know of the work of the East Tennessee State Normal School I consider that you are doing a very fine type of Normal School work. I find that the teachers you send us, as a rule, are well grounded in fundamentals, and their professional training is of a very high order.

"It will be hard to estimate the contribution that the East Tennessee State Normal School has made to the school progress in the city of Chattanooga. The graduates of the East Tennessee State Normal School have made good in almost every instance, and they are among the best teachers in our system. We are always glad to take into our system the graduates of your school."

JOHN S. ZIEGLER,
Superintendent Chattanooga City Schools.

"Normal-trained teachers are among our very best community workers."

"The East Tennessee State Normal School has contributed much to the progress of our schools by supplying us with those teachers who have had that special training which every teacher should have to make a success. I find that we have pupils better prepared to enter the high school who are taught by the special trained teacher. We have eight teachers who have had training in the East Tennessee State Normal School teaching in the Newport schools this year. I find these teachers are among our very best teachers, not only in the class-room but in the community work as well."

A. E. SHERROD,
Superintendent Newport City Schools.

"Needs to emphasize its extension work more."

"As county superintendent of Anderson County for eight and a half years, I was always glad to have the graduates of the East Tennessee State Normal School among my teaching force. They always undertake their work with more pride, a more intelligent conception of their duties, and a greater ambition to make a success.

"I am now serving my third year as superintendent of the Greeneville city schools. I am pleased to note that the influence of the Normal School is more marked in Greeneville and Greene County than in any city or county where it has been my privilege to observe educational progress. I think it is the influence of the Normal School and the vision of the county superintendent of Greene County, who himself is a product of the Normal School, that has made Greene County one of the leading educational counties in the State.

"I think the Normal School needs to emphasize its extension work more, and with the big program it is formulating, I am sure that the departments of correspondence study and extension work will come in for their proper share."

A. C. DUGGINS,
Superintendent Greeneville City Schools.

"Members of the Normal School faculty give inspiration and hope to teachers and communities."

"The East Tennessee State Normal School is doing more and contributing more than any other school in East Tennessee toward the real progress of our rural-school system. In it our rural teachers find opportunity for training especially suited to their needs, and from it they carry into their several communities the progressive ideas and plans, thereby, through their school, a more progressive community interest is enhanced. Members of the faculty of the Normal School are meeting the people of the rural communities, and in this manner bring inspiration and hope not only to the teacher but to the people of the entire school of that community."

W. A. BRICKEY,
Superintendent Spring City Public Schools.

"The Normal School is performing a service that could not be performed by any other institution in the State."

"I believe that the East Tennessee State Normal School is performing a service for the cause of education that could not be performed by any other agency or institution in the State by training young men and young women in the art of teaching, giving to its students a fund of knowledge which colleges and universities cannot give.

"The Normal School can be of still greater service by insisting upon every high school graduate to take a course in the Normal School before asking for a position as teacher. I mean by this that the Normal School should carry on a more thorough campaign for the cause of professional training of teachers."

CURTIS G. GENTRY,
Superintendent Clinton City Schools.

"The faculty composed of real school men and women."

"Since the establishment of the East Tennessee State Normal School at Johnson City it has been both my good fortune and pleasure to know intimately its faculty and president. The faculty of this institution is composed of real school men and women, all of whom are experts in their special fields. The splendid work of this institution is reflected in the large number of its graduates annually.

"At present eighteen teachers of our city school system have either graduated from the East Tennessee State Normal or have been in attendance upon this institution. The work of these teachers bespeaks much for the training received at the State Normal School."

S. W. GENTRY,
Superintendent Kingsport City Schools.

"Has raised the standard of public education throughout the State."

"The East Tennessee State Normal School has, in my estimation, raised the standard of education throughout the State. It adheres strictly to its one aim: 'The education and training of teachers.' Its contribution in this work cannot be over estimated. It has done for many communities what the older colleges have failed to do."

D. M. LAWS,
Superintendent Erwin City Schools.

"Results are better both as to quality and quantity."

"As you are aware, many of the teachers in Morristown are not Normal graduates, but they have had a wide experience, and most of them are composed of that class which we call 'natural born' teachers. Therefore, they rank high. But of those who come to us without previous experience in teaching, it is an easy matter to select the ones who have had Normal training and those who have not had the benefit of such training. The Normal-trained teacher is a time saver in the class room; she always has a program planned and a method outlined for presentation; she is more resourceful, and therefore at ease; she has confidence and freedom; her pupils are thorough and as a rule, have more initiative. In short, the results are better both as to quality and quantity."

C. C. SHERROD,
Superintendent Morristown City Schools.

"Has not only trained teachers, but has given ideals and inspiration."

"The history of the East Tennessee State Normal School is comparatively short, but its achievements are many and most remarkable in helpful results. Its transforming influence has touched almost every public school in East Tennessee. From its walls have gone not only efficient teachers but also ideals and inspirations whose value the present cannot properly estimate. Its teachers are the leaders in our educational progress. We should fill its class-rooms with students, encourage its teachers, co-operate with all its best efforts, and give to it ample financial support."

SAM E. HILL,
Principal Hancock County High School.

"The State Normal School is by far the best institution for teachers to attend."

"I consider the East Tennessee State Normal School one of the leading institutions in this part of the State. First, because of the high ideals maintained and taught in every branch of work. Second, because of the large number of pupils taught and the influence these pupils have upon the communities in which they work. The East Tennessee State Normal School is by far the best institution to attend by anyone wishing to teach."

J. H. PIERCE,
Principal Johnson County High School.

FROM GRADUATES AND STUDENTS

"Have gained more from my investment in the Normal School than I put into it."

"The investments I made in the Normal School were as follows: Five hundred dollars cash, twenty-four months' time, a very ordinary brain, and some energy. It is said that we get out of anything just what we put into it, but I have already reaped from my Normal course far more than I put into it. In fact, it would be impossible for me to estimate all the returns from this investment, so I shall discuss only a few of the outstanding ones.

"Since my graduation in 1914 I have earned about eight thousand dollars; and have held very pleasant as well as profitable positions. I was in Washington two years of the most interesting period of our Capital's history, and I knew twelve other Normal students who worked in the same building. I had been in the War Risk Bureau only a few months when I was put in charge of a section with 44 per cent increase in salary because of my ability, to instruct clerks, which, of course, was a direct result of my Normal training."

"When entering the Normal School I was very timid and backward, but while there I learned to be what is termed a 'good mixer,' and have even been a leader on several occasions. Conducting chapel exercises or any movement for the good of the school or the community, instead of being a dread, is a pleasure, and it is along these lines that I have accomplished much good. I am sure that the Stony Point Community Exhibit would not have taken first prize in the County and third prize in East Tennessee, had it not been for the valuable training I received in the East Tennessee State Normal School, by means of which I learned so many methods of developing community spirit, and was saturated with enthusiasm, and determination.

"One of the most valuable things gained in this School which is so dear to me is the friendship of the various members of the faculty, and the excellent influence and individual help received from each member. Then, too, the numerous and true friends that I have made elsewhere are a direct result of this investment, because it was at the East Tennessee State Normal School that I learned how to be a friend."

HENRIETTA AYRE,
C '12, D '14.

"I have visited the State Normal School each year since my graduation."

"The work of the East Tennessee State Normal School has been carried on since its beginning with really marvelous success. As a student I felt its touch for a number of summer terms, and have realized its worth in my teaching in no small way. It is with a peculiar pride that I have visited the State Normal School each year since my graduation, for the advantage of meeting personally a faculty of men and women of unusual ability. One must receive spiritual and educational benefits by coming under the influence of an institution so ably directed."

FRANK H. CAREY,
C '17.

"The Normal School gave me new inspiration."

"The training that I received while in the East Tennessee State Normal School has brought to me experience I could not have enjoyed, had I not had such training. My knowledge of subject-matter has been broadened, school management has been made easier, and my ability as an organizer, both in school and in the community, has been made stronger. The Normal School gave me new inspiration. I feel that I could not have spent my time and money in a more beneficial way. The association with the many students and the teachers of the School is too valuable to be estimated in dollars and cents, though my salary has been more than doubled since I finished the Normal course."

W. A. HIXSON,
D '18.

"The Normal work with me is a bed-rock for success."

"The training received in the State Normal School placed me in a position to earn promotion in science work in city and county high schools. My work in the department of education and administration was the beginning of a new and larger vision. The work I began there has been added to in other institutions and made practical. At the present time, largely as a result of the training I received in the State Normal School, I am enjoying good work with an appreciative community. The Normal work with me is a bed-rock of success."

W. F. FERGUSON.

"Students at the Normal School get the real teacher-spirit."

"The East Tennessee State Normal School exists expressly for the education and training of public-school teachers. Having spent eight terms there, I can speak as one knowing what it has done and is doing for the educational interests of the State. At this School, and I like to call it a SCHOOL, teachers are given a new vision of school work. They are inspired with new ideals and methods of teaching, and are fired with enthusiasm. They get the real teacher-spirit, and carry it with them to the remotest parts of this section, there to lift boys and girls into a new life of greater usefulness. The faculty of the Normal School is unsurpassed for thoroughness, both in scholarship and in professional training. Its members are sociable and sincere. They make you feel that you are among those who want to help you.

"The time is quickly coming when every school teacher in East Tennessee will be a Normal graduate. The tax payers and school officials are growing to the idea that only trained teachers should be engaged to teach our future citizens, and in the Normal School real teachers are developed."

JUDD ACUFF,
C '14, D '16.

"The idea that teaching is a real profession is made a part of you in the Normal School."

"It is always with great esteem that I think of the Normal School, its faculty, courses of study, and the ideals for which it stands.

"In the Normal the idea that teaching is a real profession dealing with people, is made a part of you. When teaching high-school girls to be efficient and interested helpers about the home, you are always glad you got your training through the Normal's Home Economics department, where 'The mission of making the whole world home-like is made an art.'"

EDITH BASKETTE,
C '16, MC '21.

"Opportunity to take definite steps toward self improvement."

"I regard the training course offered at the East Tennessee State Normal School of great benefit to the teacher. It affords an opportunity for the student to take definite steps toward self improvement.

"It gives a careful review of the studies taught in the public schools from the standpoint of teaching them to others. From its able instructors one receives a high estimate of the importance and responsibility of the teacher's work and an enthusiasm for it."

KATIE M. BEAN,
C '17.

"The training received at the Normal School has been invaluable."

"It is not too much to say that I consider the training received at the State Normal School as invaluable. All necessary equipment for teaching in the different grades is at hand, which makes work interesting. The strong faculty sends out students more capable, and gives to the graduates not only the ability but the desire to give proper education and training to others."

ADA E. FERGUSON,
C '12.

"The personal interest in the pupil means much."

"No school can ever take the place in my heart that the East Tennessee State Normal School now holds. There I spent three happy and profitable years. In my experience since, as principal and teacher, I find that the help given me was very practical. The personal interest in the pupil means much. The students in the Normal School are made to feel that there is no greater work than teaching, and they are given an interest that makes their work a real joy."

MABEL DOGGETT,
C '16.

"The Normal School gave me a better vision."

"After spending one year in the East Tennessee State Normal School, I find by actual experience, both as a teacher and as a principal of high schools, that the Normal School rendered me great service in methods of instruction, not only ideas of the best methods of presenting the text-book, but a better vision of school and community organizations—school sanitation, equipment and care of building, beautifying the grounds, and organization of patrons."

A. E. SHERROD,
D '14.

"There has not been one day that I have failed to use what I gained in the Normal School."

"It is impossible for me to estimate the value to me of the three years spent in the East Tennessee State Normal School. As I think back over my teaching career, from my first term in a one-room school house on upper Cosby to the present time in Central High School, I find there has not been one day that I have failed to use some knowledge gained in the Normal School. How could I ever have taught the primary tots without the help of my course in primary methods? What would I ever have done with my grammar grades without the help of my lesson plans learned in the grammar school methods? My lessons in public speaking have many times repaid me for the time and energy consumed. I shall always be a loyal booster for the dear old Normal School."

MARY ROWE RUBLE,
C '13, D '17.

"The greatest service was the course in observation and practice teaching."

"In all my courses at the State Normal School I learned many things that have helped me in my teaching; but, in my estimation, the greatest service was from the observation and practice teaching. I entered into my first year's teaching with more confidence than I could have done if I had not had the experience at the Normal School. Every day I use suggestions that I received while there. I always have a good word to say for the Normal School."

ELIZABETH JOHNSTON,
C '20.

"I would not attempt teaching without the training I received in the Normal School."

"I am just beginning to realize how much the work of the Normal School means to me. I could not and would not attempt teaching without having had the training I received in the Normal School. The Normal School laid the foundation for teaching success, whether I make a success of teaching or not. The memories of the Normal School's wonderful faculty and their noble characters mean more now than any one can imagine as an inspiration and as ideals."

OLLIE GREENE,
C '18, D '21.

"I consider the observation school an excellent factor in the training of young teachers."

"Having been a student in the East Tennessee State Normal School I am in a position to say that the work done there is of inestimable value. I have found the highest degree of interest manifested in rural-school work, and certainly the rural teacher will be greatly benefited by looking to the East Tennessee State Normal School for help in solving rural-school problems."

"I consider the observation school an excellent factor in the training of young teachers, giving both instruction and actual practice in teaching. The ever-present wide-awake interest in all school work which was kept before me constantly has been an inspiration and incentive to me."

GERTRUDE A. FORD,
D '19.

"I would not undertake to teach without the training I received in the State Normal School."

"I consider the work I had in primary methods the most helpful. I have found so many of the lesson plans worked out there so very useful. I feel that I am succeeding in my work, and I know that all the credit is due my efficient and capable teachers at the East Tennessee State Normal School."

ANNIE LAURIE LARUE.

"The courses in psychology, public school music, and observation and practice teaching are most useful."

"I can honestly say that I enjoyed every subject that I had, and only wish that I had gone there sooner. I think the courses that have been most helpful to me in my teaching were those in psychology, public school music, and observation and practice teaching."

GLADYS FUDGE,
D '17.

"Whatever good I have been able to do as a teacher I owe to the State Normal."

"I feel that my work in the East Tennessee State Normal School has been of great benefit to me, and whatever good I have been able to do as a teacher I owe to my work there. I use my influence with all young teachers to persuade them to go to the Normal School before beginning their work."

CORA HOLDWAY,
C '14, D '20.

"My success has been due to the training received in the State Normal School."

"The department of education renders unlimited assistance to teachers. Without a knowledge of physiology, of principles of teaching, the observation and application of those principles, a study of class-room management, making of lesson plans, etc., one cannot be successful. Then I learned of the dignity of the teaching profession, the value of the spirit of co-operation, and of fraternal fellowship. My work there gave me self-confidence, initiative and interest in my work. The Normal School also helps its graduates to get desirable positions."

"I feel very grateful to the Normal School, because my success has been due to the excellent training received there."

LUCY EMBREY,
C '15, D '17.

"The Normal School takes special interest in each student that attends its sessions."

"I realize that the normal schools are doing a definite, distinct work that is not and could not be done by any other school in the State. The teaching profession could not now do without these schools any more than the medical profession could do without its special schools. These schools are educating and training hundreds of teachers each year."

"The East Tennessee State Normal faculty has done more to raise the standard of the teaching profession than any other one factor in this section of the State. The Normal School takes special interest in each student that attends its sessions, and helps them in every way possible."

W. M. CONDRY,
D '12, D '21.

"My Normal training has helped me in securing a good position."

"My Normal training has helped me in securing a good position in my chosen line of work. I do not hesitate to advise boys and girls with whom I come in contact to go to a school that has such a fine faculty and with such well-planned courses of study. Every day in my teaching experience there arises some question to which I can apply what I learned while a student in the State Normal School."

NAOMI BENNETT,
D '20, HE '20.



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